



## WASHINGTON STATE HUMAN RIGHTS COMMISSION

### KNOW YOUR EMPLOYMENT RIGHTS

Chapter 49.60 RCW is a state law that protects all Washington residents from certain unfair and discriminatory practices by employers with 8 or more employees, labor unions and employment agencies.

### WHO IS PROTECTED FROM DISCRIMINATION?

The law prohibits unfair employment practices because of a person's:

- Race
- Creed
- Color
- National Origin
- Sex
- Marital Status
- Age (40 years of age and older).
- The presence of any sensory, mental, or physical disability.
- The use of a trained dog guide or service animal by a person with a disability.
- The law also prohibits retaliation for opposing an unfair practice, filing a whistleblower complaint with the state auditor, or filing a nursing home abuse complaint.

### WHAT ARE PROHIBITED UNFAIR EMPLOYMENT PRACTICES?

An **EMPLOYER** may not: (1) refuse to hire you, (2) discharge or bar you from employment, (3) discriminate in compensation or other terms or conditions of employment, or (4) print, circulate, or use any discriminatory statement, advertisement, publication, job application form, or make any inquiry in connection with prospective employment that is discriminatory.

**LABOR UNIONS** may not: (1) deny membership and membership rights and privileges, (2) expel from membership, and (3) fail to represent.

**EMPLOYMENT AGENCIES** may not: (1) discriminate in classification or referrals for employment, (2) print or circulate any discriminatory statement, advertisement, or publication, or (3) use discriminatory employment application forms, or inquiries made in connection with prospective employment.



## WASHINGTON STATE HUMAN RIGHTS COMMISSION

### HOW TO FILE A COMPLAINT

If you believe that you have been discriminated against, contact the nearest Commission office within 6 months of the alleged harmful act or event. An Intake Officer will review your situation and assist you in determining whether there is a basis for filing a complaint. Please inform the Commission if you need an accommodation due to a disability or limited English proficiency.

For more information visit our Web Site  
[www.wa.gov/hrc](http://www.wa.gov/hrc)

### OLYMPIA HEADQUARTERS OFFICE

PHONE: (360) 753-6770  
TOLL FREE: 1(800) 233-3247  
TTY TOLL FREE: 1(800) 300-7525  
Se Habla Español

### SEATTLE DISTRICT OFFICE

PHONE: (206) 464-6500  
TTY: (206) 587-5168

### SPOKANE DISTRICT OFFICE

PHONE: (509) 456-4473

### YAKIMA DISTRICT OFFICE

PHONE: (509) 575-2772  
Se Habla Español

*To obtain this publication in an alternative format,  
please contact the headquarters office in Olympia.*